

**TRANSFORMATIONAL LEADERSHIP BEHAVIOUR AND
IT'S EFFECTIVENESS FROM SUBORDINATES'
PERCEPTION:
A STUDY OF KEDAH STATE OF WELFARE
DEPARTMENT**

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34

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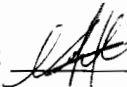
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ABSTRACT

Leadership behavior plays an important role especially to subordinates as a back bone of the organizational effectiveness. Despite, the importance of leadership behavior to subordinates, past studies on leadership behavior was mainly focused on general style of leadership behavior from subordinate perception. So extended from the research, this research are focused more on specific type of leadership behavior known as transformational leadership and its effectiveness from subordinate perception and it had been scope on leaders in public services which is Kedah State of Welfare Department. This research focused on public service leaders because there is a need to find out whether they practice transformational leadership and whether this contributes to their effectiveness from the perspective of their subordinates. Specifically the objective of the study is to examine whether transformational leaderships behavior is significantly related to leaderships' effectiveness from subordinates' perspective. This study used close-ended questionnaire in gathering the data at Kedah State of Welfare Department. The data has been distributed to employees of Kedah state of Welfare Department and 90 were returned. The data were analyzed using Pearson's product moment correlation and the findings indicate there are strong correlations between each dimension of transformational leadership behavior and leaders' effectiveness.

ABSTRAK

Sifat ketua terhadap pekerjaanya sangatlah penting terutama dari segi peranannya sebagai tulang belakang terhadap kejayaan sesebuah organisasi.. Oleh yang demikian, terdapat satu kajian yang mengkaji tentang kepentingan sifat ketua terhadap pekerja. Akan tetapi kajian tersebut hanya mengfouskan kepada sifat dan keberkesanan ketua secara keseluruhannya dari segi pandangan pekerja. Oleh yang demikian, kajian ini telah melanjutkan lagi kajian yang lepas hanya dengan mengfokuskan terhadap satu sifat ketua iaitu sifat transformasi seorang ketua dan keberkesananya dari sudut pandangan pekerjaanya. Kajian ini telah dijalankan di Jabatan Kebajikan Masyarakat, Negeri Kedah dalam usaha untuk mengkaji keberkesanan sifat ketua. Kajian ini memilih untuk mengkaji ketua di jabatan kerajaan adalah bertujuan untuk mengenal pasti sama ada sifat transformasi ketua ini di praktikan di jabatan kerajaan dan adakah sifat transformasi ketua ini dapat menyumbngkan kepada kecekapan ketua dari skop pekerja. Kajian ini telah menggunakan soalan tertutup dalam mendapatkan maklumat. Sebanyak 90 data dari pekerja di jabatan Kebajikan Masyarakat, Negeri Kedah yang dapat dikumpulkan dan dipulangkan kembali kepada pengkaji.

Akhir sekali, kajian ini juga dijalankan bagi tujuan untuk mengkaji sama ada sifat transformasi ketua mempunyai hubungan yang rapat dengan keberkesanan seseorang ketua itu dari sudut pandangan pekerja.

CHAPTER 1

INTRODUCTION

1.0 Introduction

In the new era of globalization, organizations today have to countenance with many challengers and competitors. Revolutionize organization, economic recession, cross culture employees and rivalry has become an ordinary situation which occurs to most organizations. In order to retain and sustain the organizational competitiveness, organizations need efficient and effective leaders to generate an idea, to elevate spirit and motivation for the continuity of the organization regardless of any challenges ahead. Hence, there is a need to find out the type of behavior that could lead to leaders' effectiveness. Therefore, the purpose of this chapter is to provide some basic information regarding this study. This chapter starts the discussion by providing some background information surrounding the issue. Next, the problems that lead to the need for the present study are presented followed by the research questions, the research objectives, and the significance of the study. Finally, the definitions of the study variables are detailed out.

1.1 Background of the Study

Effective leadership is essential to all organizations. Due to this fact, a lot of research has been done to search and analyze on effective leadership behavior or style that can be used in this 21 century. It is because; an effective leadership behavior is a very important predictor of employee and organizational performance. It has been supported by Wilkinson and

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